

ARMY's

Equal Opportunity (EO) Program



New Leader Training



Terminal Learning Objective

Action	Implement the New Leader's responsibilities in support of the Army's Equal Opportunity (EO) Program, Prevention of Sexual Harassment (POSH) Policies, and Complaint Process
Conditions	In a classroom environment with access to real-life scenarios and student handouts
Standards	<p>Complete the lesson on the Army's Equal Opportunity (EO) Program New Leader Training and achieve a passing score on a separately administered test.</p> <ul style="list-style-type: none"> A. Define the Army's Equal Opportunity Program as it relates to the Army Values, Warrior Ethos, and Soldier's Creed B. Identify the behaviors and actions that violate and support the Army's Equal Opportunity Program C. Define the Army's Policy on Sexual Harassment as it relates to Army Values, Warrior Ethos and Soldier's Creed D. Prepare appropriate response strategies to sexual harassment in real life situations E. Apply the New Leader's responsibilities within the Army's Equal Opportunity (EO) and the Prevention of Sexual Harassment Complaint Process F. Identify Sexual Assault and the Army's Sexual Assault Prevention and Response Program

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Equal Opportunity (EO) Program



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Army Policy on Equal Opportunity

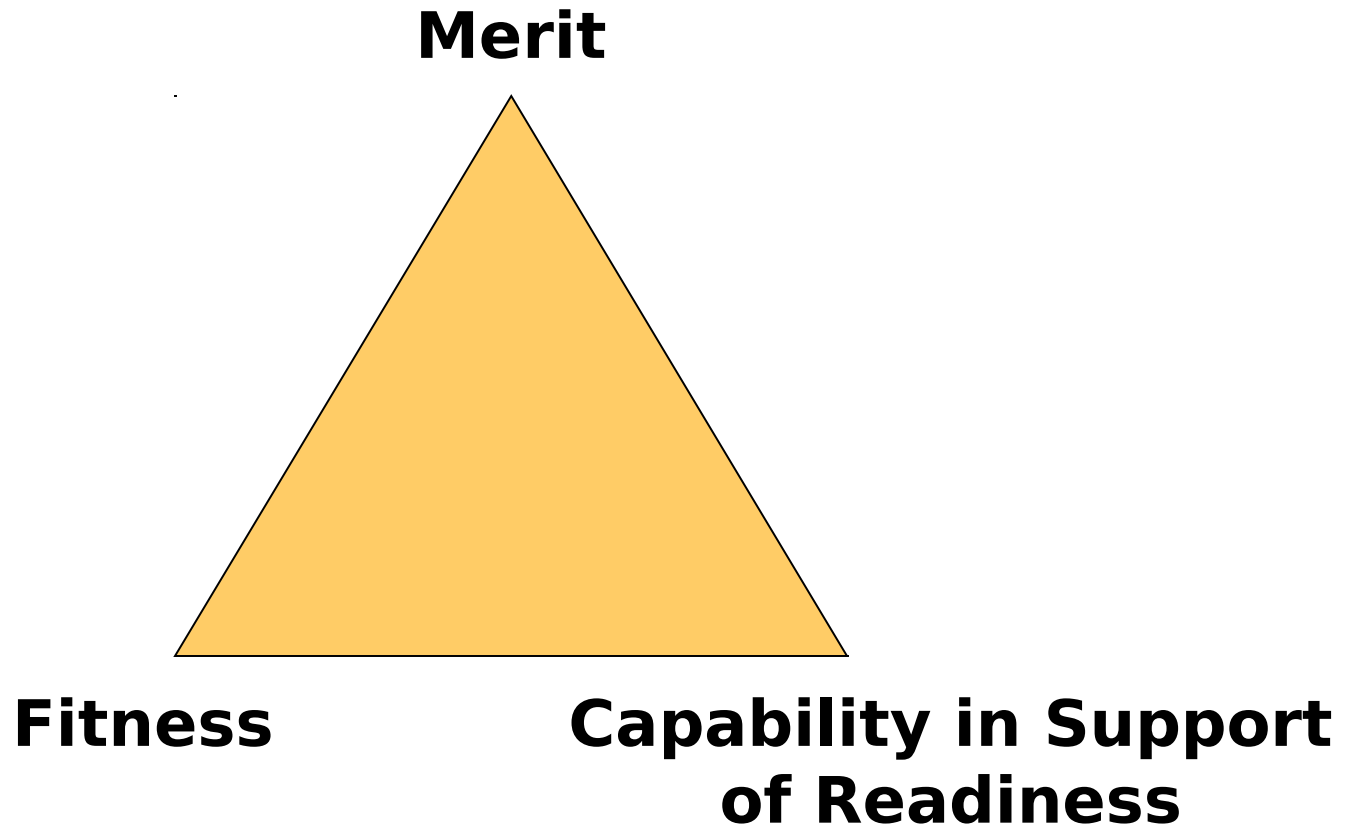
“The U.S. Army will provide equal opportunity and fair treatment for military personnel and family members without regard to race, color, gender, religion, or national origin, and provide an environment free of unlawful discrimination and offensive behavior.”

AR 600-20, Paragraph 6-2



Equal Treatment

Based
on...



Unlawful Discrimination

Unequal treatment based on:

- Race
- Color
- Gender
- Religion
- National origin



Offensive Behavior

Defined by the impact on a reasonable person who feels offended, not by the intent of the offender



When Does the Policy Apply?

Equal Opportunity *is the right of all persons to participate in and benefit from programs and activities (e.g. career, employment, educational, social, etc.) for which they are qualified.*

Policy Applies

- Both on and off post
- During duty and non-duty hours (24/7)
- To working, living, and recreational environments



The Army and Equal Opportunity

EO Supports:

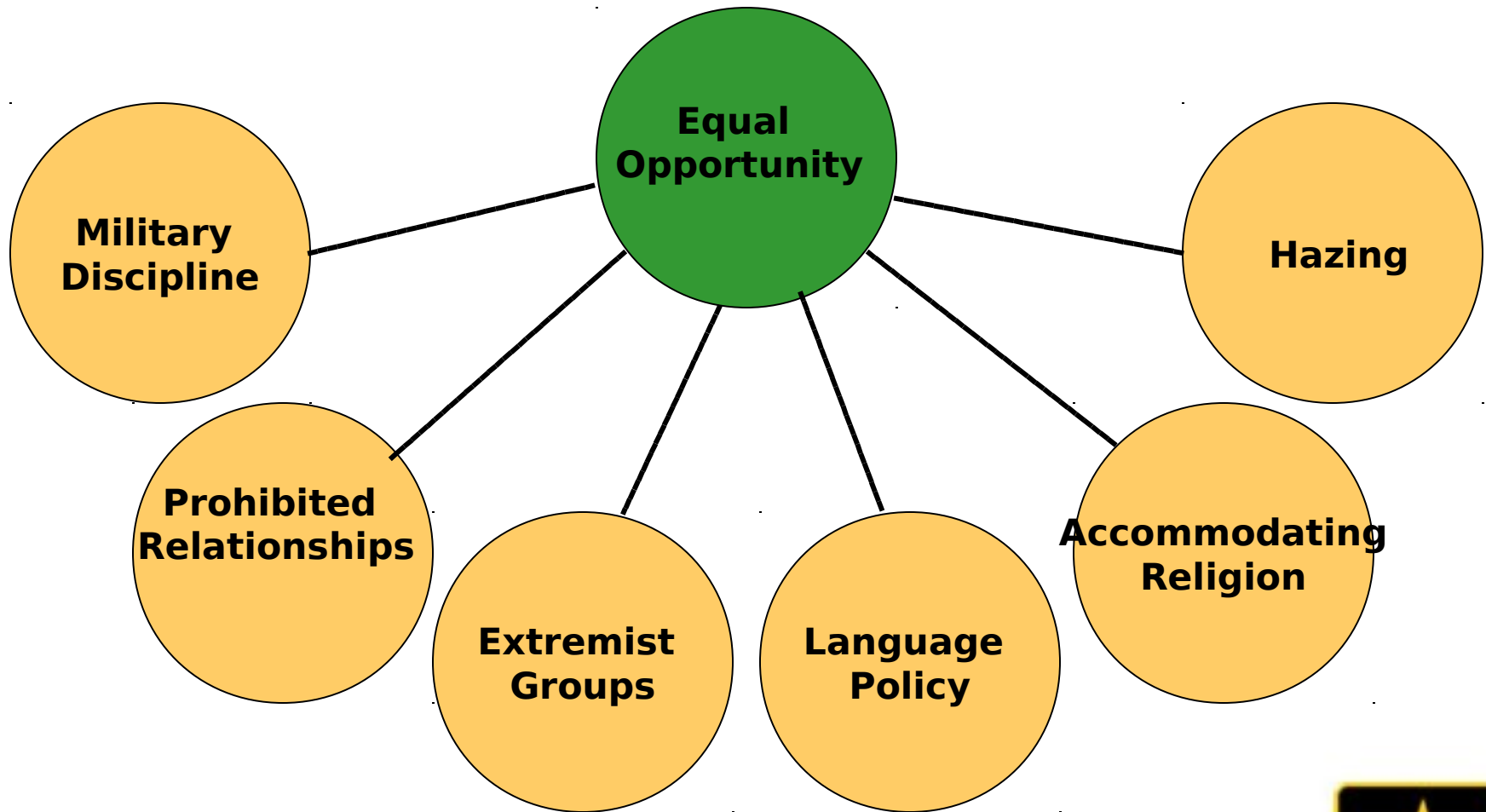
- **Army Values**
- **Warrior Ethos**
 - Mission first
 - Never accept defeat; never quit
 - Never leave a fallen comrade
- **Soldier's Creed**

Equal Opportunity

- Enhances the ability to work effectively as a team
- Shows respect for self and others
- Supports Army Values
- Supports mission readiness by impacting unit cohesion
- Supports Army Values
- Strengthens the bond that makes Soldiers willing to die for one another
- Supports discipline



Six Related Issues



Review: Army EO Program/Values

In this topic you learned:

- Five unlawful discrimination categories: race, color, gender, religion, national origin
- EO Policy is in effect on and off post, during duty and non-duty hours – 24/7
- EO upholds Army Values, Warrior Ethos, and the Soldier's Creed
- Six related issues: military discipline, prohibited relationships, extremist groups, language policy, accommodating religious practices, and hazing
- Hazing is fundamentally in opposition to our values and is prohibited

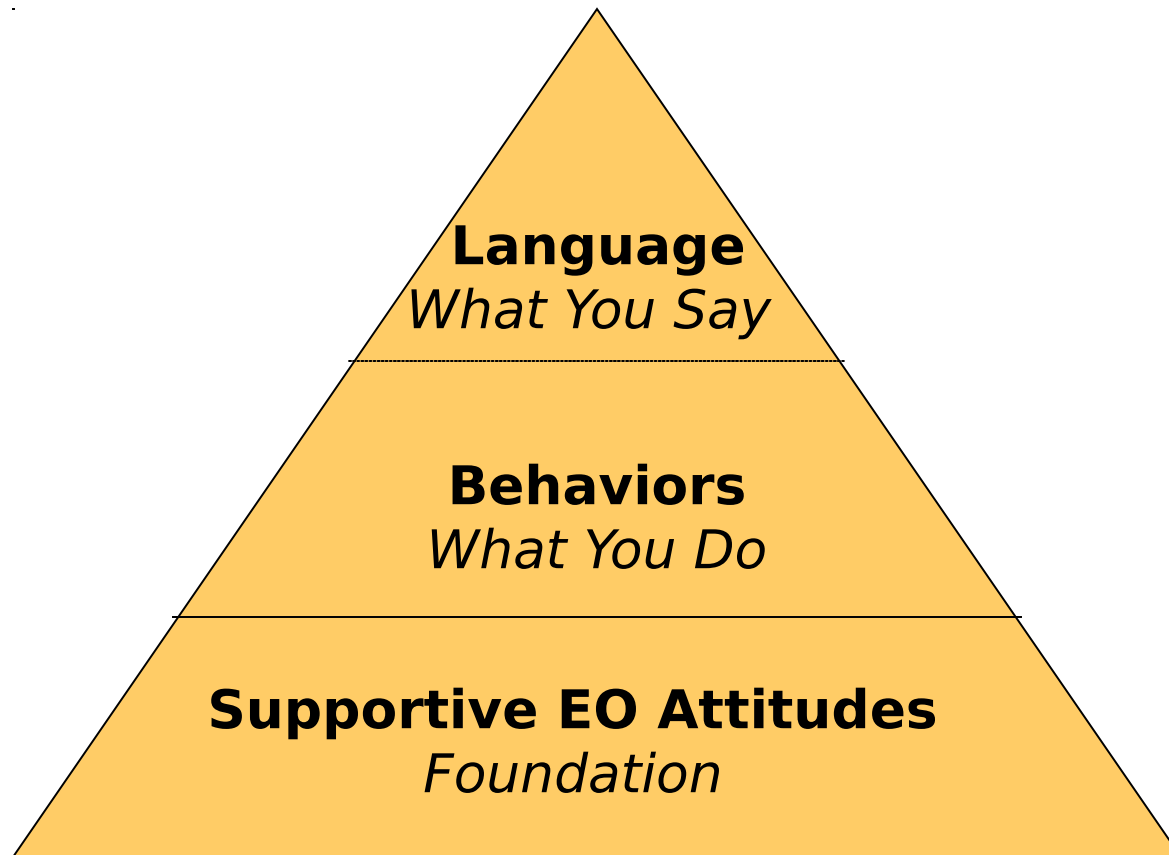


Violations of EO Policy

- Racism
- Sexism
- Prejudice
- Discrimination



Supporting EO Policy



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Review: EO Policy Violation

In this topic you learned:

- Four types of EO violations
- Behaviors and language are driven by attitudes supporting EO
- Prevention and elimination strategies



Army Policy on Sexual Harassment

“...Sexual harassment is unacceptable conduct and **will not be tolerated**. Army **leadership at all levels** will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual harassment **destroys teamwork** and negatively affects combat readiness. The Army bases its success on mission accomplishment. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel. ”

AR 600-20, Paragraph 7-3

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Definition of Sexual Harassment

A form of **gender discrimination** that involves unwelcome sexual advances, favors, and other verbal or physical conduct of a sexual nature when:

- Submission or rejection is made a term or condition of a person's job, pay, career
- Submission or rejection is used as a basis for career or employment decisions
- Conduct interferes with an individual's work performance
- Conduct creates an intimidating, hostile, or offensive work environment



Army vs. Sexual Harassment

- **Army Values**
- **Warrior Ethos**
 - Mission first
 - Never accept defeat; never quit
 - Never leave a fallen comrade
- **Soldier's Creed**

Sexual Harassment

- Is a selfish act
- Breaks down the ability to work effectively as a team
- Shows a lack of respect for others
- Is offensive
- Violates Army Values
- Degrades mission readiness by impacting unit cohesion
- Erodes the bond that makes Soldiers willing to die for one another



Types of Sexual Harassment

- Quid pro quo – “this for that” (Latin)
 - Conditions placed on a person’s career in return for sexual favors
- Hostile environment
 - Soldiers or civilians subjected to offensive, unwanted, and unsolicited comments or behaviors of a sexual nature and these behaviors interfere with work performance



Review: Sexual Harassment Policy

In this topic you learned:

- Sexual Harassment is a form of gender discrimination involving unwelcome sexual advances, favors, and conduct
- Sexual Harassment contradicts Army Values, Warrior Ethos, and the Soldier's Creed
- Sexual Harassment is not tolerated
- There are two types of Sexual Harassment: Quid Pro Quo and Hostile Environment



Sexual Harassment Behaviors

- Verbal
 - Jokes, sexually explicit profanity, describing physical appearance, terms of endearment
- Nonverbal
 - Staring, licking lips suggestively
 - Displaying sexually explicit pictures or screen savers
 - Sexually oriented e-mail, notes, printed material, etc.
- Physical
 - Touching, patting, pinching; blocking passage
 - Sexual assault may be an extreme form



Sexual Harassment Checklist

1. Is the behavior sexual in nature?
2. Is the behavior unwelcome?
3. Have sexual favors been demanded, requested, or suggested?
4. Does the behavior create a hostile or offensive environment?
5. Would a reasonable person of your gender react the same way as you to this incident or behavior?



Five Response Strategies

- Direct approach
- Indirect approach
- Third party assistance
- Chain of command
- File a formal complaint



Review: Recognizing Sexual Harassment

In this topic you learned:

- There are three behaviors associated with sexual harassment; verbal, nonverbal, and physical
- Checklist can assist Soldiers in identifying sexual harassment in real life situations
- There are five response strategies available to deal with sexual harassment
- New leaders are responsible for helping Soldiers decide how to respond to sexual harassment



EO Program Elements

- Leader commitment
- Sequential and progressive training
- Effective and responsive complaint system
- Equal Opportunity Action Plan (EOAP)
- Equal Opportunity Advisor (EOA)
- Equal Opportunity Representative (EOR)
- Feedback mechanisms



EO Complaint Process

- Confront the offender
- Inform appropriate officials
- Advise chain of command
- Submit only legitimate complaints



Types of EO Complaints - Informal Complaint

- Any complaint not submitted in writing
- Does not require chain of command intervention
- May be resolved by the individual or with assistance from others
- Confidentiality is possible but not guaranteed
- Not subject to timelines
- Most appropriate for minor infractions



Types of EO Complaints - Formal Complaint

- Must be submitted in writing within 60 days of the alleged offense (DA Form 7279)
- Requires chain of command intervention
- Specific timelines for processing
- Must follow a formal process



Alternative Agencies

- Chain of Command
- Inspector General
- Housing Referral Office
- Judge Advocate General
- Military Police or Criminal Investigator
- Chaplain
- Medical Agency



Formal Complaint Process



Implications for the Complainant

- Reprisal
 - Threats
 - Intimidation
 - Harassment
- False Allegations



Implications for the Accused

- Administrative Actions
- Mandatory Counseling
- Additional training
- Denial of certain privileges
- Rehabilitative transfer
- Letter of admonishment/reprim and
- Relief for cause
- Adverse performance evaluation
- Bar to reenlistment
- Separation



Legal Action

Criminal prosecution may result if:

- Behavior is not corrected through administrative action
- Behavior violates the Uniform Code of Military Justice



Review: EO Complaint Process

In this topic you learned:

- Submit complaints to the lowest level of command
- When possible, file an informal complaint
- Formal complaints have a defined process



Army Policy on Sexual Assault

“Sexual assault is a criminal offense that has no place in the Army. It degrades mission readiness by devastating the Army’s ability to work effectively as a team.....It is incompatible with the Army Values and is punishable under the Uniform Code of Military Justice (UCMJ) and other federal and local civilian laws... The Army will treat all victims of sexual assault with dignity, fairness, and respect.”

AR 600-20, Paragraph 8-2

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Army Policy Applies...

- Both on and off post
- During duty and non-duty hours
- To working, living, and recreational environments
- 24 hours a day, seven days a week



Sexual Assault Defined

- **Sexual assault** - intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot consent; sexual assault can occur without regard to gender, spousal relationship, or age
- **Consent** shall not be deemed or construed to mean the failure by the victim to offer physical resistance. Consent is not given when a perpetrator uses force, threat of force, coercion, or when the victim is asleep, incapacitated, or unconscious

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Types of Sexual Assault

- Rape
 - Physical force
 - Constructive force
 - Date/acquaintance (non-stranger)
 - Marital (***Family Advocacy Program**)
- Nonconsensual sodomy
- Indecent assault
- Attempts to commit these acts
- Carnal knowledge (***Family Advocacy Program**)



If you Are Sexually Assaulted

Report the incident to one of following agencies:

- *Sexual Assault Response Coordinator (SARC)
- *Unit Victim Advocate (UVA)
- *Healthcare provider
- *Chaplain
- Chain of Command
- Military Police (MP)
- Criminal Investigation Command (CID)
- Army Community Services (ACS)
- Staff Judge Advocate (SJA)
- Local and State Police
- 911
- Army One Source (AOS)

***Also Restricted Reporting Options**

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Review: Sexual Assault Definition and Types

In this topic you learned:

- Sexual Assault Policy (AR 600-20, Chap 8)
- Definition of sexual assault
- Types of sexual assault
- Reporting Agencies



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